

# Minutes for May 16, 2024 Board Committee Meeting

## 1. Call to order and roll

Secretary Fairfax called the meeting to order at 6:30pm and took roll.

**Present:** Maya Ganguly, Theodore Foss, Susanne Fairfax

## 2. Public Comments

No public comments were submitted or read at this meeting.

## 3. Review of the Executive Director Search Proposals

The library board committee consisting of Ganguly, Fairfax, and Foss met to review the executive director search proposals. A total of 8 proposals were received prior to the deadline, which was Friday, May 10 2024. The evaluation committee went over each proposal to review and give an evaluation on the search firms rated the search firms using a 1-5 scale rating rubric (1 being low, 5 being high) based on the criteria as follows: completeness and quality, experience with diversity, equity, and inclusion (DEI), experience conducting similar searches relating to libraries, diversity within the search team, familiarity with oak park and community, and lastly, recognition of anti-racism.

The first proposal reviewed is BIPOC Executive Search. Discussed was the completeness and quality of the electronic proposal received, noting the ease to read and links throughout the proposal that fit the needs of the criteria Highlighted were the team of this firm, searches completed, and costs associated with this firm. The committee discussed the lack of familiarity with Oak Park and the lack of experience with similar searches.

The next proposal reviewed is Koya Partners. Discussed is the variety of constituencies citing collaboration with the board, discussions and surveys. Discussed were the placements of directors and people that the firm placed in libraries and the knowledge of libraries and the collaborative training and inclusion of the board and community. Recognized is diversity of placements in 2023, citing statistics of 75% people of color, 62% as women. Noted was the search methodology and timeline citing implicit bias training.

The third proposal reviewed is Angels Recruiting Agency. The evaluation committee members gave this proposal low ratings based on the lack of acknowledgement of Oak Park, lack of scope, and the proposal team consisted of one person.

The fourth proposal reviewed is Domar Companies, LLC. Discussed were the costs, experience with corporate clients and candidates and the importance of DEI. Ratings discussed on this proposal were 2 out of 5, noting the lack of experience with libraries in terms of conducting

similar searches as well as lack of familiarity with Oak Park and the community. Reviewed were typos and inconsistencies throughout the proposal document. Collectively the committee rated around 2 and 3's across the board based on the criterion.

The fifth proposal reviewed was Organizational Architecture. Discussed were the experience and focus with libraries and range. Ratings discussed were low, noting the lack of familiarity with Oak Park. Vague information was noted. Ratings discussed were a range of 2 to 3 based on the criterion.

The following proposal reviewed is Noetic Search. Discussed was the staff profile and the search team, list of clients they served, and the knowledge of Oak Park and the focus on nonprofits. The committee discussed ratings ranging from 2 to 4 and the commitment to DEI, noting the percentage of placements and statistics in this document.

The next proposal reviewed is Be Inspired. Discussed was the scope of work, highlighting Oak Park and the community. The committee discussed the lack of completeness with the proposal, not exhibiting equity and anti-racism work.

The final proposal reviewed is the Alma Advisory Group. Discussed was the cover letter/executive summary highlighting Oak Park and the community, citing the DEI and anti-racism work, book sanctuary, and knowledge of the vision of Oak Park Public Library. Recognizing the lack of experience with libraries. Discussed was the training and knowledge of DEI and the collaborative efforts to work with the board.

All 8 proposals have been reviewed by the board evaluation committee. The committee has determined and selected two search firm candidates to move forward with to conduct interviews and reference checks. Their search firm recommendations are to be discussed at the following regular library board meeting.

#### **4. Adjournment**

Ganguly adjourned the meeting at 8:51pm.